

From Our CEO



Breaking new ground takes intention. This year, we didn't just grow. We grew with purpose. We started by asking better questions. What do people need to thrive? What makes independence possible? What turns a house into a home? The answers were our guide as we opened a new site, launched new technology services, and deepened partnerships across five states. Most importantly, Aspire helped 658 people discover what's possible when support is built around them, rather than a "one-size-fits-all" approach.

Thank you for being part of this progress. Together, we are creating communities where possibility grows and people are supported to reach for what matters most to them.

*Erica Hare*

-Erica Hare  
Chief Executive Officer

BOARD OF DIRECTORS

Katie Franco, Board Chair  
Jennifer Emens-Butler, Treasurer  
Christine Meehan, Secretary  
Sky Barsch  
Larcina Carrington-Wynn  
Monica DeNeale  
Jennifer Krzykowski  
John MacLeod  
Susan Sheckley  
Arlene Silva

Fiscal Year 2025  
Financial Results

Direct Program Support	\$83,396,262
------------------------	--------------

Salaries + Fringe	\$59,250,365
Shared Living & Contracted Providers	\$11,698,237
Occupancy	\$6,750,084
Travel & Program Expenses	\$3,690,924
Other Program Expenses	\$2,006,652

Mission Infrastructure	\$8,624,949
------------------------	-------------

Total Expenses:	\$92,021,211
-----------------	--------------

5 States. 658 People. Infinite Possibility.

VERMONT:  
41 Adults

NEW HAMPSHIRE:  
123 Adults

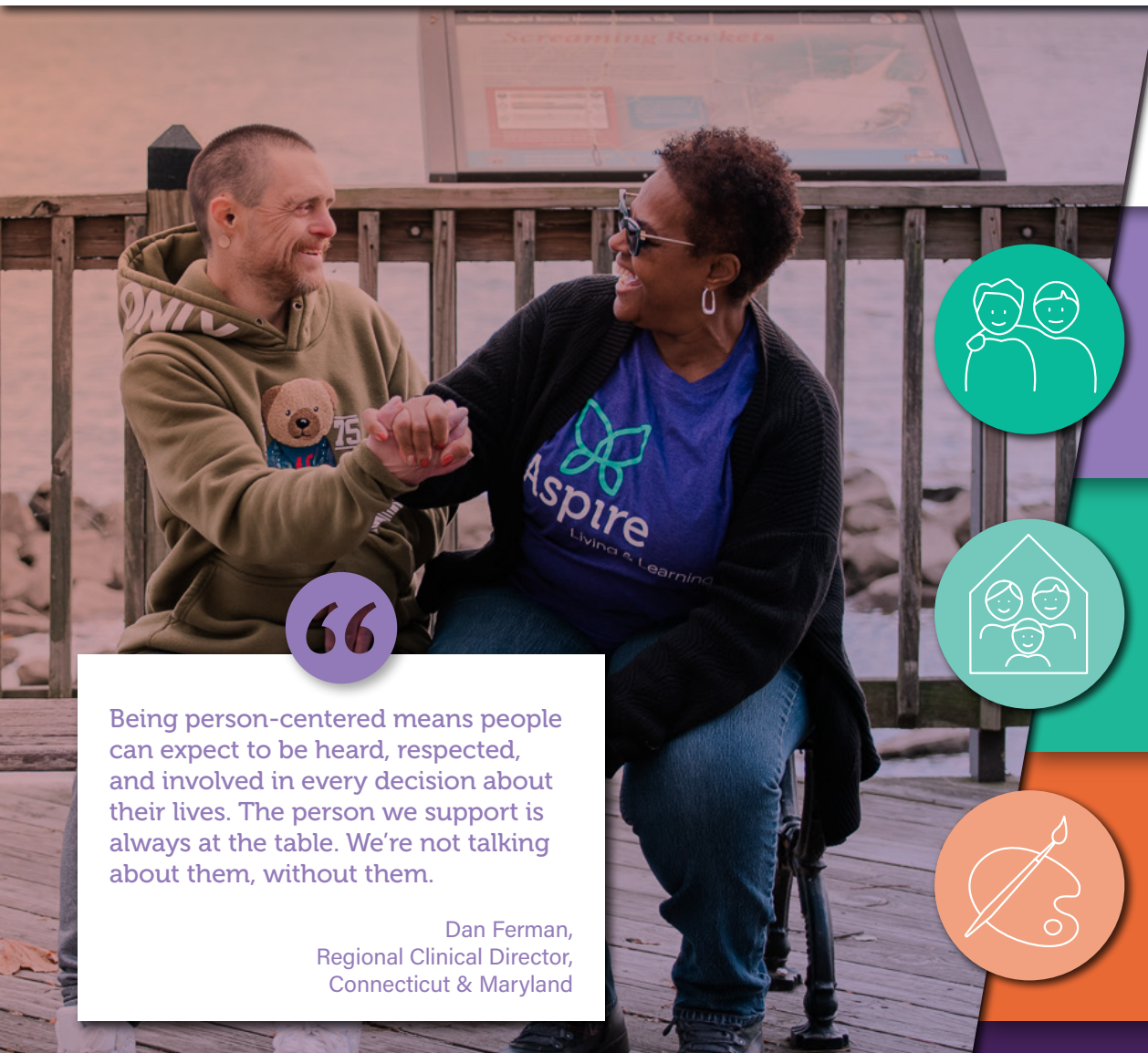
CONNECTICUT:  
113 Adults & 171 Children

MASSACHUSETTS:  
137 Adults

MARYLAND:  
73 Adults

Across Aspire's multi-state footprint, people are building lives filled with purpose and connection. Each number reflects a person unlocking their potential with support that meets them in meaningful ways.

WHEN SUPPORT STARTS WITH PEOPLE, POSSIBILITY FOLLOWS



“

Being person-centered means people can expect to be heard, respected, and involved in every decision about their lives. The person we support is always at the table. We're not talking about them, without them.

Dan Ferman,  
Regional Clinical Director,  
Connecticut & Maryland

WHEN PEOPLE'S GOALS AND  
INPUT DRIVE THE PLAN, PROGRESS  
IS PERSONAL AND LASTING.

Connection Over Isolation

95% of adults report they do not feel lonely.  
78% of adults shared they have a best friend.  
92% of students say they have a friend at school.

More Choice, More Independence

More than 140 people now live in Shared Living arrangements, reflecting a growing demand for supports that offer more independence and choice. Others continue to thrive in staffed and supported residences that provide connection and stability.

Expression that Fuels Growth

567 hours of art and 1,680 hours of movement at ALL Academy gave students new ways to express themselves, build confidence, and connect with others through creativity and play.

TURNING COMMUNITY NEEDS INTO ACTION



ACROSS COMMUNITIES,  
PEOPLE SHARED WHAT  
WOULD MAKE SUPPORTS MORE  
CONNECTED, ACCESSIBLE,  
AND MEANINGFUL.  
THIS YEAR, WE BUILT ON  
THOSE IDEAS TOGETHER.

BUILT ADDITIONAL  
CAPACITY IN  
MASSACHUSETTS



Opened a second location in Leominster, expanding person-centered support for adults and will soon offer behavioral health services for children and families.

TECHNOLOGY  
THAT EMPOWERS



Adaptive Technology services launched this year, expanding independence through innovation. People are using communication devices, smart home tools, and assistive supports to connect, express themselves, and live more freely.

EXPANDING  
BEHAVIORAL  
HEALTH



New and expanded services in Connecticut, Vermont, and Massachusetts are giving more students and families access to behavioral health supports in their schools and communities.

EMPLOYMENT  
SUPPORTS



Services evolved in Maryland to create more opportunities for adults to work in their communities and build meaningful careers.

STRONG  
TEAMS



Recognition, communication, and professional learning grew across every state because strong support starts with supported employees.

“

Breaking new ground means believing that more is always possible. More for the people we support, for our teams, and for the communities we call home.

-Erica Hare, CEO

THE PEOPLE WHO MAKE IT HAPPEN



1,103  
EMPLOYEES WHO  
SEE PEOPLE,  
NOT CASES

WHAT MOVES OUR MISSION FORWARD ISN'T A SINGLE ACTION. IT'S THE PEOPLE WHO SHOW UP EACH DAY WITH COMPASSION, CREATIVITY, AND BELIEF IN WHAT'S POSSIBLE FOR EVERY PERSON WE SUPPORT.

32% HAVE BEEN  
HERE FIVE YEARS OR  
MORE, CONTINUING  
TO BUILD ON THE  
IMPACT OF THEIR WORK

3,000+ HOURS  
SPENT LEARNING,  
GROWING, AND  
GETTING BETTER  
AT WHAT WE DO



“

What I love most about my job is the endless opportunity to make people feel important, capable, and provide them individualized support.

-Kendyl Risavi,  
Behavioral Analyst,  
Maryland

WHAT'S NEXT

BREAKING NEW GROUND  
ISN'T A SINGLE EVENT.  
IT'S A COMMITMENT.

The foundation we built this year, with stronger teams, new services, and expanded reach, sets us up for what's ahead. More communities to serve. More people to support. More possibilities to create. Join us in building this future.

DONATE NOW

www.allinc.org